

JOHNSON CONTROLS

Benefits Provided to Extended Term Employees

MEDICAL INSURANCE

Kaiser Permanente HMO (w/ Kaiser Vision) CoreSource HMO and PPO	Blue Shield/Blue Cross PPO Medical Opt Out \$125/month
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DENTAL INSURANCE

A comprehensive dental plan for you and your family, at no premium cost to you.

VISION – VISION SERVICE PLAN (VSP)

Covers eye exams, prescription eyeglasses, or contact lenses for you and your family. See plan for limits.

LIFE INSURANCE

The Company provides \$10,000 of coverage at no premium cost to you. If you desire additional coverage, you may purchase supplemental life insurance with coverage from 1 to 4 times your annual salary.

DEPENDENT LIFE INSURANCE

You can also choose to purchase coverage for your dependents.

ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D)

The Company provides you with \$10,000 of basic AD&D coverage. If you desire additional coverage, you may purchase supplemental AD&D with coverage from 1 to 4 times your annual salary.

DISABILITY OPTIONS

Short Term Disability Insurance is provided in accordance with the State of California laws.

Long Term Disability (LTD) – The Company offers you two plans that replace income when you are unable to work due to a non-occupational illness or injury. You may choose the following coverage; 1) 40% of pre-disability earnings. This benefit is paid after 180 days of disability for up to five years OR 2) 60% of pre-disability earnings. This benefit is paid after 180 days of disability and generally until the age of 65.

FLEXIBLE SPENDING ACCOUNTS (FSA's)

As a member of the Johnson Controls team, you also have the opportunity to participate in Flexible Spending Accounts (FSA's). These accounts allow you to pay for certain types of healthcare expenses with pre-tax dollars. You can contribute from a minimum of \$240 up to a maximum of \$5,000 a year in a Flexible Spending Account.

PAYING FOR YOUR BENEFITS

Kaiser HMO Medical Coverage will be provided for you and your family at no premium cost to you. The premium cost of coverage for the other health insurance plans will be 25% of the total premium. However, certain benefit plans can be paid for with pre-tax dollars. These include Medical, Dental, VSP, Supplemental Life, Supplemental AD&D, and Flexible Spending Accounts.

RETIREMENT SAVINGS 401(K) PLAN

Eligible employees may participate upon date of hire in the Retirement Savings 401(K) Plan, which is managed by Fidelity Investments. Employees will receive an automatic Company contribution of 10% of their base pay. Employees may choose to contribute on a pre-tax basis (up to 30% eligible salary, limit of \$11,000 annually) and on an after-tax basis (up to 20% eligible salary). The IRS maximum contribution is 50% of annual income or \$40,000, whichever is less. The Plan provides a choice of twelve investment options. The Company pays all administrative fees. Highly compensated employees (\$90,000/year or more) must comply with IRS limits.

VACATION

If you are hired on an extended term position, you will accrue vacation each pay period based upon your years of service. Should you terminate your employment, you will be paid for the amount of unused vacation you have accrued.

HOLIDAYS

You will receive paid time off for 12 holidays. The holidays observed will be those observed by the Lab.

SICK LEAVE

You will accrue paid time off at the rate of 3.69 hours each pay period. SLP whose assignments are completed or have accepted a lab position without having utilized all accrued sick leave shall be paid for one-half of the remaining sick leave time as wages at the final rate of pay.

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JURY DUTY

Extended term employees will receive paid time off for jury duty.

TUITION ASSISTANCE

All extended term employees are eligible to participate in the tuition assistance program after one year of employment. Details are outlined in our processes.

ELIGIBILITY FOR BENEFITS

Extended term employees are eligible for all benefits. Extended Term Part-Time employees will accrue vacation, sick and holidays on a pro-rated basis. To be eligible as a part-time employee, you must work a minimum of 20 hours per week. Short-Term Non-Exempt employees will be paid \$2.02 in lieu of benefits and are eligible for pro-rated holidays.

TYPES OF EMPLOYEES:

Extended Term (6 months-2 years): “Regular” = 40 hrs/week, with benefits
“Part-time” = 20-39 hrs/week, with benefits
Short Term (up to 1000 hours/year): “Regular” = 40 hrs/week, no benefits
“Part-time” = less than 40 hrs/week, no benefits

Exempt = Salaried

Non-exempt = Hourly, covered by SCA

CONTACT INFORMATION

Address:

Johnson Controls, Inc.
7000 East Avenue, L-505
Livermore, CA 94550

Business Hours:

7:00 A.M. to 4:45 P.M. PST

Phone Number:

925-960-0369 (voicemail 24/hrs)

Websites:

Onsite (Internal to the Lab): <http://jci-llnl>

Offsite (General public): <http://jci.llnl.gov>



Applicant Information – LLNL Master Vendor Contract

Thank you for considering Johnson Controls, the leader in facility management and total mission support for nationally vital U.S. Government civilian and military installations and programs, as well as Fortune 500 corporations worldwide. As a team member within our Federal Services sector, you will apply world-class best practices and technology to provide innovative and market-specific solutions for a widely diversified customer base.

In selecting Johnson Controls, you will be part of a global market leader in automotive systems and facility management and control. A Fortune 500 company headquartered in Milwaukee, Wisconsin, Johnson Controls was founded in 1885. Executive and Administrative offices for our Federal Services business are located at Cape Canaveral, FL.

At Johnson Controls, employees work together to improve our products, processes and services as we strive to achieve our mission – to continually exceed our customers’ increasing expectations. We seek employees who will value and protect our reputation as an ethical employer that values honesty, fairness and equal opportunity.